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University of Maine's Equal Employment (E.E.O) Comparative Data on Employment of Minority Groups employed by the University

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E.E.O. COMPARATIVE DATA:.

TENURE (UMO)

1975

18.8% (6 of the 32) of the persons granted tenure in 1975 were female.

0% of the persons granted tenure in 1975 were minority group members.

1976

13.6% (3 of the 22) of the persons granted tenure in 1976 were female.

4.5% (of the 22) of the persons granted tenure in 1976 belonged to a federally protected minority group.

1977

22% of the persons (5 of the 23) granted tenure in 1977 are female.

4% of the persons (1 of the 23) granted tenure in 1977 are minority. (oriental).

Classified Employees:

Minorities

	Male	Female
Spanish Surnamed	1	2
Black	1	2
Oriental	2	1
Native American	8 (2 in skilled trades and 3 in Co-op Ext. as Senior Service Aides)	1
Females in Traditionally Male job categories		5 (Janitor; Laborer; Security Guard; Detective)
Other		
1. Disabled	1	
2. Felon on work release	1	

Goals and Timetables: Minority Professionals, UMO/B

Organizational Division	% Min. Avail.	% Min. on staff	Turnover Potential (1973-77)			Goals Projected for June 1977	
			R	T	G	# Min. to be hired	% Min. to be on staff
1. Fine Arts & Humanities	n.r.d.	3.1	5	1	2	1.0	4.1
2. Science & Mathematics	n.r.d.	2.4	7	0	4	2.0	4.6
3. Social & Behavioral Sciences	n.r.d.	2.6	1	6	3	1.0	3.8
4. Business Administration	n.r.d.	0.0	0	0	5	1.0	5.5
5. Education	n.r.d.	3.0	3	5	2	1.0	5.7
6. Life Sciences & Agriculture	n.r.d.	0.0	9	7	3	2.0	1.2
Human Development	n.r.d.	0.0	0	1	2	1.0	5.9
7. Technology	n.r.d.	3.1	5	11	0	1.0	4.1
8. Academic Support	n.r.d.	0.0	3	1	2	1.0	3.2
9. Phys. Ed. & Athletics	n.r.d.	3.8	1	0	2	1.0	3.6
10. Student Affairs	n.r.d.	0.0	6	10	14	4.0	5.6
11. Finance & Administration	n.r.d.	0.0	4	1	0	1.0	2.7
12. Research & Public Service	n.r.d.	0.0	0	8	15	1.0	2.5
13. Executive & Administrative	n.r.d.	0.0	0	3	0	0.0	0.0
Administrative Support	n.r.d.	0.0	0	0	1	0.5	3.3
14. UMB Teaching Staff	n.r.d.	3.7	0	1	8	1.0	6.0
15. UMO Non-Teaching Staff	n.r.d.	0.0	0	1	4	1.0	8.0

Min. = Minorities

n.r.d. - no reliable data

R = Retire

T = Resign

G = Growth